

Nondiscrimination/Equal Opportunity and Affirmative Action

The RSU 40/MSAD 40 Board is committed to maintaining a workplace and learning environment that is free from illegal discrimination and harassment.

In accordance with applicable Federal and/or State laws and regulations, RSU 40/MSAD 40 prohibits discrimination against and harassment of employees, candidates for employment, students and others with rights to admission or access to school programs, activities or premises on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, or disability. For the purpose of this policy, "sexual orientation" means a person's actual or perceived heterosexuality, bisexuality, homosexuality, or gender identity or expression.

Further, in compliance with Federal law, RSU 40/MSAD 40 prohibits discrimination against school unit employees and candidates for employment on the basis of age or genetic information.

The Board delegates to the Superintendent the responsibility for implementing this policy. The RSU 40/MSAD 40 Affirmative Action Plan will include designation of an Affirmative Action Officer who will be responsible for ensuring compliance with all Federal and State requirements related to nondiscrimination. The Affirmative Action Officer will be appointed by the Superintendent and will be a person with direct access to the Superintendent.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

Name and/or Title: Steve Ocean

Address: 320 Manktown Rd, Waldoboro, ME 04572

Telephone No.: (207) 832-5389

The Superintendent/Affirmative Action Officer shall be responsible for ensuring that notice of compliance with Federal and State civil rights laws is provided to all applicants for employment, employees, students, parents and others, as appropriate.

Fair Labor Standards Amendments (Public Law 99-150)

RSU 40 MSAD 40 has reviewed and is in compliance with the FLSA amendments, effective Date March 23, 2010. Compensatory time and overtime for District employees is in compliance with the requirements of FLSA.

Legal Reference: Equal Employment Opportunities Act of 1972 (P.L. 92-261) amending Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000(e) et seq.) Title IX of the Education Amendments of 1972 (20U.S.C. § 1681 et seq.) Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.) Equal Pay Act of 1963 (29 U.S.C. § 206)
Vocational Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.)
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.) Genetic Information Nondiscrimination Act of 2008 (GINA) (42 U.S.C. § 2000ff et seq.) Maine Human Rights Act (5 MRSA § 4551, et seq.)

Cross Reference: ACAA - Harassment and Sexual Harassment of Students
ACAB - Harassment and Sexual Harassment of School Employees

This is a required policy.

Adopted: September 5, 2013

Reviewed: October 27, 2015

Revised: April 6, 2017